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Sanofi (Genzyme Ireland Ltd)

Gender Pay Gap Report 2023

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Foreword

Sanofi – the ultimate controlling party of Genzyme Ireland Ltd – is an innovative global healthcare company, driven by one purpose: we chase the miracles of science to improve people’s lives.

Our team, across some 100 countries, is dedicated to transforming the practice of medicine by working to turn the impossible into the possible. We provide potentially life-changing treatment options and life-saving vaccine protection to millions of people globally, while putting sustainability and social responsibility at the centre of our ambitions.

Diversity, Equity & Inclusion is a critical enabler of our broader ‘Play To Win’ strategy and is fully integrated in our People & Culture strategy and our commitment to society. Given the scope of what we want to achieve

and the need for focus at every level, our strategy is co-owned by every leader and employee and integrated into everything we do.

Globally, Sanofi has been recognised by Equileap, who provide data and insights on gender equality in the corporate sector, as being the top ranked healthcare company globally for gender equality. Sanofi is committed to achieving a 50:50 gender balance at senior leadership level by 2025. In 2022, female representation among senior leaders reached 42% - the 2025 target is 50%. Female representation in executive roles reached 37%- the 2025 target is 40%.

This ambition is mirrored in our Irish operations which centre on a large biopharmaceutical and medical device campus in Waterford.

“In Ireland, we share the global aim that all of our teams more closely reflect the society around us. We are making strong progress to ensure a more even representation of men and women in the roles that we offer. In the year leading up to our gender pay gap snapshot date, 50% of roles were filled by men and 50% by women.

This progress has not happened by chance, but by our determination to make gender balance a way of life and part of our culture. We are challenging the historic recruitment profile in our industry and working with schools and colleges to show young women and men that opportunities at Sanofi are open to all.

The pay gap reported in this report is lower than the last reported national average, but we know we can do more. Change is continuing in our hiring, succession and career progression planning and we will continue to implement change as we move forward, together.”

Amy Brennan, Site Head and Director, Sanofi Waterford



Summary of gender pay gap report for Genzyme Ireland Ltd (business name: Sanofi)

The Gender Pay Gap Information Act 2021 requires organisations like ours with 250+ employees to report on gender pay gaps from 2022. We see this as complementary to our global and Irish-specific commitments to diversity, equity and inclusion.

This report and the figures in it apply specifically to our organisation in Ireland.

Our main findings in relation to Sanofi are as follows:

- We have a gender pay gap in favour of men for total hourly remuneration of 8.9% (mean) or 5.6% (median) – this is lower than the last reported national average.
- The gap arises primarily due to there being higher proportions of men than of women in many of our higher paid roles and specifically in manufacturing operational roles where shift premiums and overtime earnings apply.
- We have a bonus gap of 19.4% (mean) in favour of men. When measured on a median basis, the gap is 5.1% in favour of women.

- The low median bonus gap is reflective of the equal treatment we apply to all employees in providing bonus outcomes.
- The high mean bonus gap primarily arises from Sanofi's headcount including people who work in what are typically higher-paid global roles.
- **In any given local role at Sanofi, men and women are paid equitably and we reaffirm our commitment to the principle of equal pay and opportunity.**
- While we are glad to see that the gender pay gap based on hourly remuneration is lower than the last gender pay gap reported for Ireland in 2022 of 9.6% (Central Statistics Office), we know we have work to do to ensure equal opportunities and representation: we have a strong team working on this area as a key business priority.
- This work is already beginning to show encouraging results and more will come as we build a more inclusive and balanced talent pipeline.

The difference between the gender pay gap and equal pay

Equal Pay means men and women doing the same or comparable work are paid equally. Sanofi is already performing equal pay analysis annually to ensure that we are consistently applying equal pay principles.

The **Gender Pay Gap** measures the broad mean and median of pay for men and for women across the

organisation. It takes no account of the different roles that may be occupied by men and women. For this reason, a company like Sanofi that applies equal pay principles can still have a gender pay gap.



Our gender pay gap metrics

The results below set out the gender pay gap metrics for Sanofi with a snapshot date of 30 June 2023 and a reference period of 1 July 2022-30 June 2023. In the period under consideration, we reported on 985 employees, of whom 400 were women and 585 were men. We had 263 people on temporary contracts and 16 people in part-time roles at the snapshot date in June.

Hourly Remuneration (All employees)	Mean	Median
	8.9%	5.6%

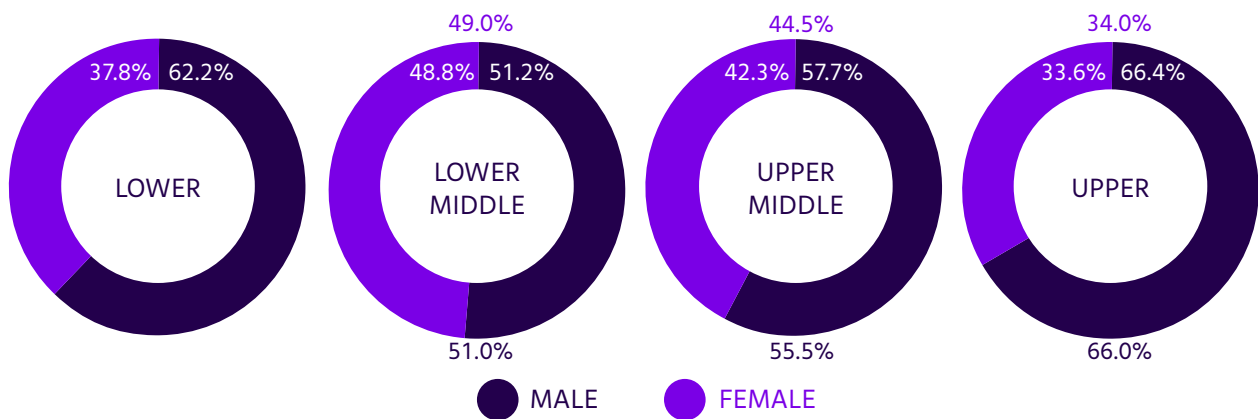
Bonus Gap	Mean	Median
	19.4%	-5.1%

The Gender Pay Gaps of -267.1% (mean) and -277.5% (median) for part-time employees cover a very low number of employees (15 in total). The reason for the very large differential relates to the gap in pay between student jobs and professional roles.

Bonus Proportion	Male	Female
	91.1%	87%

Benefits in Kind	Male	Female
	88.9%	84.8%

HOURLY REMUNERATION BY QUANTILES



	Hourly Remuneration	
	Mean	Median
Part-Time Employees	-137.1%	-194.3%
Temporary Contracts	-2.5%	-8.1%

The Gender Pay Gaps of -137.1% (mean) and -194.3% (median) for part-time employees cover a very low number of employees (16 in total). The reason for the very large differential relates to the gap in pay between student jobs and professional

roles. The negative numbers for part-time hourly remuneration, temporary contract hourly remuneration and median bonus are indicative of gaps in favour of women

Understanding the figures

Hourly Remuneration refers to the difference in total earnings between men and women on a mean (average) and median (middle ranking) basis. It is important to realise that this calculation includes everyone, not just those formally paid by the hour.

Bonus Recipients sets out the proportion of men and of women who receive any form of bonus. Bonuses for this purpose includes share awards as well as regular performance bonuses. Almost all employees in Sanofi receive a bonus. The reason for some people not receiving bonus was in most cases related to short tenure.

Bonus Gap refers to the gap between men and women on the value of all bonus items taken together.

The lower quartile sets out, in respect of the lowest paid quarter of our employees by hourly remuneration, which percentage are men and which percentage are women.

The upper quartile sets out, in respect of the highest paid quarter of our employees by hourly remuneration, which percentage are men and which percentage are women. The same logic applies to the lower middle quartile and the upper middle quartile.

Benefits in kind sets out the percentage of our employees who are in receipt of non-cash benefits of monetary value – for example health insurance. All Sanofi employees are eligible for fully funded medical benefits, but some choose to opt out.

Note: the Irish legislative requirements are binary with regard to gender (specifying female compared to male). While we are reporting our statistics in the manner set out by law, at Sanofi, we recognise and support all gender identities.

Reasons We Have a Gender Pay Gap

Our gender pay gap arises primarily from differences in gender representation in different roles and at different levels within the organisation.

This in turn arises in large part from differences in gender representation in STEM disciplines and STEM roles in Ireland and globally. Many of our higher-paying roles require a STEM background. Experienced and qualified applicants here are more frequently male.

It remains the case, according to the Higher Education Authority, that men are far more likely (43%) than women (19%) to take third level courses in STEM.

There are signs that this gap is slowly closing, but as matters stand, it remains the case that only one quarter of those working in STEM careers in Ireland are women.

Genzyme wants to achieve more even gender representation, both in general and at senior level. If a more even spread of men and women across all levels of our organisation is achieved, the gender pay gap will reduce. We are confident that our global and local DE&I strategies will help us achieve this over time and in a sustainable way.

The steps that we are taking

Outreach

We want to influence an external environment in which not enough women are choosing to embark on STEM careers.

Our local Site Head Amy Brennan is passionate about supporting women in business and science. She has taken part in a range of external speaking events in 2023. These include events during Science Week, where she has promoted women's careers in the sciences and encouraged students to consider studying STEM subjects and aiming for STEM-related careers.

In 2023 Sanofi established a two-year partnership with The Shona Project, aimed at empowering teenage girls and equipping them with the tools they need for the

world of work. As part of this project, Sanofi hosted two days of workshops for 60 girls aged 13-16 during the summer months. The workshops included an emphasis on STEM-related careers and opportunities for women. Sanofi supported the annual Shona Project's annual 'Shine Festival' in SETU Arena in October, where 20 employees volunteered over two days to promote STEM careers to 2,000 transition year girls from across the country.

Each year, we host Transition Year students to give them exposure to our lab and manufacturing environments. At an even earlier stage, we work with Junior Achievement Ireland to bring science to life among primary schoolchildren with volunteers from our site team delivering in-class programmes.



Hiring

All of Sanofi's executives have incentivised targets to promote gender balance and career mobility. By this means we aim to ensure that the global organisation's goals around diversity, equity and inclusion are shared and realised at local level.

We take care that all of our recruitment adverts and job descriptions use language that is gender-neutral and inclusive.

Across all of our emerging talent programmes (e.g. two-year graduate programme, apprenticeships, internships, and summer studentships), we ensure that women make up at least 50% of each intake, helping – over time – to increase the site's talent pool of future female leaders.

Inclusive Environment

Globally, Sanofi is building an inclusive workforce that enables our people to unleash the best of their whole selves every day. Key to our efforts are our 5 global Employee Resource Groups, one of which (Gender+) focusses on gender equity and inclusion. All of the ERGs are accountable for specific objectives, supported with budget, resource and significant visibility.

Sanofi mandates Diversity, Equity & Inclusion Training for all people managers across the global organisation.

Sanofi provides gender neutral paid parental leave for all employees up to a minimum level of 14 weeks, with either men or women enabled to claim if they are the primary caregiver. We hope through this to make a contribution towards more even sharing of parenting responsibilities between men and women.

We facilitate hybrid working (two-three days working from home) for all roles where it is practical – this helps us to address a common barrier to female participation in the workplace.

Sanofi has hosted a Menopause Awareness session for women in 2023, with an informative workshop provided by medical professionals looking at the impact of this life stage, which affects almost 50 per cent of the workforce.

Sanofi welcomes the Irish government's new legal requirements regarding leave related to fertility and to instances of domestic violence; we have ensured through revision of our internal policies that our people will receive at the legally mandated support at a minimum. Sanofi UKIE have introduced 5 days paid fertility leave to support Team Members who are struggling with fertility issues.

We apply equal pay principles. We annually conduct an equal pay analysis across comparable roles to ensure that pay is equitable between different individuals within the same role.

Opportunities for Equitable Progression

As part of our ongoing commitment to widening opportunities and achieving better gender balance at leadership level, Sanofi has completed three rounds of the 'Women in Leadership Development' (WiLD) programme for current and prospective female leaders in association with BioPharam ChemSkillnet. In 2023 30 females completed the Women in Leadership programme, making almost 50 in total since it launched. Those who have completed the programme are a mix of emerging talent, aspiring leaders and existing leaders.

As part of the monthly Women's Network Meeting, women took part in a number of career and confidence workshops with a Careers Coach. A ten-week Career Progression programme was established to assist women with stepping forward for promotion and seeking leadership opportunities in Sanofi.

Senior leaders at Sanofi are expected to have at least 50% women in new and replacement roles, with every succession plan including at least 50% women that are either ready now or will be ready within two years.